

Present	
Name	Role
Julia Ross	Chair/Honorary Officer/Director
Neeta Baicher	Vice-Chair/Honorary Officer/Director
Ann Moir	Treasurer/Honorary Officer/Director/Chair of Finance & Organisational Development Committee
Martin Sexton	Elected Director/Chair of Policy, Ethics & Human Rights Committee
Janet Walker	Elected Director/Chair of International Committee
Annie Ho	Elected Director (<i>joined meeting at 12.30pm</i>)
Lesley Best	Elected Director
Camelia Chowdhury-Allen	Elected Director
Andrew Pennington	Nominated Director/Co-Chair of National Standing Committee - Wales
Jude Currie	Nominated Director/Chair of National Standing Committee - Scotland
Orlaith McGibbon	Nominated Director/Chair of National Standing Committee – Northern Ireland
John Sheridan	Nominated Director/National Standing Committee – Northern Ireland
Vava Tampa	Nominated Director/Chair of National Standing Committee – England (<i>joined meeting at 2.30pm</i>)
Reshma Patel	Non-Director/Experts by Experience UK Forum Co-Chair
Omar Mohamed	Non-Director/Experts by Experience UK Forum Co-Chair

In Attendance	
Name	Role
Ruth Allen	Chief Executive Officer
Amanda Govani	Director of Communications and External Relations (<i>joined meeting at 3.00pm</i>)
Maris Stratulis	National Director for England
Johanna Wathen	Governance Officer/Executive Assistant
Victoria Gardner	Projects & Evaluation Officer (<i>joined meeting at 12.08pm & 3.45pm</i>)
Dean Owens-Cooper	Equality, Diversity & Inclusion Advisory Group Co-Chair (<i>joined meeting at 3.15pm</i>)

Observing	
Name	Role
Mark Lynes	Experts by Experience Group Representative
Graham Price	Experts by Experience Group Representative

Apologies	
Name	Role
Hari Sewell	Co-opted Director
Christian Beech	Nominated Director/Co-Chair of National Standing Committee - Wales
Katy Jackson	Nominated Director/Vice Chair of National Standing Committee - England
Caroline McDonald	Nominated Director/Co-Vice Chair of National Standing Committee - Scotland
Duc Trans	Equality, Diversity & Inclusion Advisory Group Co-Chair
Debs Solomon	Equality, Diversity & Inclusion Advisory Group Vice-Chair

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1.1 Welcome & Inclusion	Council members welcomed to the meeting by the Chair (Julia Ross). All members introduced themselves to each other. With a special welcome to the Experts by Experience Co-Chairs who have recently been appointed as non-director Council members. Julia Ross asked if anyone had any needs affecting their equality of opportunity within the meeting. Attendees responded no. Inclusion is highlighted as an important aspect of all Council and Committee meetings.	No action required		
1.2 Declaration of interests	There were no new conflicts of interest declared.	Declaration of Interest Register - updated In December 2022		

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<p>1.3 Minutes - Approve minutes from 08.02.2023</p> <p>1.3.1 Matters arising or admitted as urgent, or for confidential session</p>	<p>The minutes of the meeting held on 08.02.2023 were agreed as a true record.</p> <p>Identify matters admitted as urgent:</p> <ul style="list-style-type: none"> - None <p>Identify matters to be taken in confidential session or as AOB:</p> <ul style="list-style-type: none"> - Confidential Item - Item 2.4.8 - Executives will be asked to leave the meeting for this agenda item - AOB – Item 4 - Policy matrix query from Professional Development Committee. <p>Identify matters arising from the minutes 08.02.2023 not otherwise on the agenda:</p> <ul style="list-style-type: none"> - Minutes are reviewed page by page and no discrepancies noted - Member Conduct Policy review – To carry forward to September - Skills for Council – To carry forward to Council away day in September - Social Media Policy Review 	<p>Review Member Conduct Policy</p> <p>Council skills audit</p> <p>Social Media Policy Review</p>	<p>13.09.2023</p> <p>14.09.2023</p> <p>15.11.20223</p>	<p>Ruth Allen/Julia Ross</p> <p>Ruth Allen/Julia Ross</p> <p>Ruth Allen</p>

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<p>1.4 Committee updates/confirm latest meeting minutes for Committees uploaded</p>	<p>Focus on National Standing Committee Northern Ireland (NI). John Sheridan and Orlaith McGibbon present an update:</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> - 40 new associate members from Ireland Association of Social Workers (IASW) - Benefits of joining NI BASW as an associate member alongside IASW. Need to be a member of NI BASW with an additional fee can be a part of IASW - Cliff edge Coalition NI formed in 2018 with over 100 members and feeds into anti-poverty campaign, acute on NI agenda as services are being cut, without a functioning executive in place NI does not currently have a legislative government, the issues around the benefit cap and bedroom tax are mirrored as to what is happening in the UK. - Committee Chair met with ministers to lobby for welfare supplementary support - Poverty informed policy, poverty audit suggested by minister of communities is on hold without a government in place. - Independent Review of Children’s social care services led by Professor Ray Jones. - BASW campaigning around retention of staff and bureaucracy, NI BASW will be submitting a response to this review. 			

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	<ul style="list-style-type: none"> - Social work assistant/support – value of social workers place in relationship-based practice this support could enable social workers the time to engage with children and families if it is delivered in the right way. <p>Comment from Council is that the experience in England is that there is opposition to these roles.</p> <ul style="list-style-type: none"> - NI BASW ran a survey to aid this review – 445 responses from the membership, key messages were highlighted. - Workforce pressures – Recruitment and retention vacancies are at a 10 year high; agency social workers will no longer be able to be employed in NI. <p>Comment from Council is that Wales is having the same consultation process at the moment.</p> <ul style="list-style-type: none"> - Across the region there has been industrial action just short of trade union action, there is an additional pressure on NI BASW SWU members as they cannot participate in this action. <p>Focus on National Standing Committee England. Maris Stratulis presents an update in the absence of the England Committee Chair & Vice-Chair:</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> - Membership profile for England shared. - Student membership is increasing, highest demographic being in the age range of 45-60. - Total membership in England over 19k. 	<p>Clarify differences in comms in nations</p>	<p>September 2023</p>	<p>Ruth Allen/Amanda Govani</p>

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	<ul style="list-style-type: none"> - Engagement with members and staffing levels, events and activities undertaken shared and campaign activities. - Strategic priorities underpinning priorities in equality, diversity and inclusion and co-production, structures are well engaged with. - Good representation in the EbyE UK Forum from England. - Influence and voice and delivery work streams. - Can be challenging, independent review of children in England is being undertaken. - Examples shared of engagement and key meetings attended in the year to date. - 21% vacancy rate in England, concerns around the development of support workers may dilute social work as a profession. - Strong workforce wellbeing focus and focus on the primary issues that can cause a social worker to leave the profession. - Strategic priorities are shared, the agendas are far reaching and show that there are different nuances across the nations. - Political landscape across England is difficult to navigate currently, drivers and influences are shared. - Position of the PCF is shared. - Strategic Partnership work is shared. - Snapshot of reach and connection with members. 			

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	<ul style="list-style-type: none"> - Top performing posts shared April-Sept 2022. - Social media engagement is well formed and established. <p>The Committee representatives are thanked, and all agree it highlights where focus areas are receiving are similar and where they differ across the two nations.</p> <p>The Council meeting in September will have an update from the Policy, Ethics & Human Rights (PEHR) Committee and the International Committee.</p>	<p>Reports and presentation from PEHR Committee and International Committee</p>		

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			13.09.2023	Martin Sexton & Janet Walker
To note date of next meeting	<p>Council Meeting Dates 2023: Wednesday 13th September Wednesday 15th November</p> <p>Council Away Day follow up 2023: Thursday 14th September</p> <p>Conference: Tuesday 13th June 2023</p> <p>Annual General Meeting (AGM): Wednesday 14th June 2023</p>	<p>Meeting Dates Accepted.</p> <p>Meeting dates for 2024 to be agreed in September</p>	13.09.2023	Johanna Wathen
1.6 Experts by Experience Welcome and Update from the UK Forum	Neeta Baicher introduces the Co-Chairs from the Expert by Experience (EbyE) Forum:		13.09.2023	

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	<ul style="list-style-type: none"> - Update provided from the EbyE Forum Co-Chairs, Omar Mohamed and Reshma Patel, work with the forum is progressing. Both Co-Chairs ask that a formal thank both is passed onto Lewis Roberts and Gerry Nosowska. - Co-Chairs are now in place the other two positions on Council have had 4 candidates. The Forum have been asked to vote on their two preferred candidates. Voting closed on the 9th May. The two successful candidates will be notified and offered the positions this week. Their first meeting will be the 13.09.2023. - Next steps to recruit onto the Forum from all the nations. - Active EbyE forum in Scotland and discussions around how to link to Committee and to best support those with lived experience. 	<p>Arrange a formal thank you on behalf of the EbyE Forum to be sent to Lewis Roberts and Gerry Nosowska</p> <p>Offer 2 x non-director Council roles to EbyE candidates who have been chosen by the Forum</p> <p>Arrange links with the NSC Committee Chairs to arrange a meeting with Co-Chairs of EbyE UK Forum</p>	<p>13.09.2023</p> <p>13.09.2023</p>	<p>Johanna Wathen/Julia Ross</p> <p>Johanna Wathen</p> <p>Johanna Wathen</p>
<p>2.1. To receive Chair's report</p>	<p>Julia Ross presents Chairs report to Council. Council receive Chairs report.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> - Anti-poverty work has been continuing and need to work as collaboratively as possible on this to increase impact - CRM launch should have major impact on membership - Visit to Wales much enjoyed - 4 Nations working well together and exchanging actively 	<p>No action required</p>		

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<p>2.2. To receive Chief Executive’s report</p>	<p>Ruth Allen presents the report to Council. Council receive Chief Executives report.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> - Procurement of customer relationship management (CRM) system has been completed. - International Federation of Social Workers (IFSW) work and Council of Europe work. - Janet Walker and Ruth Allen to represent BASW at IFSW Conference Prague next week. They will be taking 21 members to this conference. - Reminder for Council to register for BASW Conference and AGM June 13th and 14th <p>Council member reminds other members and executives to try and minimise the use of acronyms within the reports and within meetings.</p>	<p>No action required</p>		
<p>2.4 Finance & Organisational Development Committee reporting meeting held on 24.04.23</p> <p>2.4.1 Review budget for 23/24 (set</p>	<p>Victoria Gardner joined the meeting at 12.08pm Anne Moir Chairs this agenda item</p> <p>Proposed draft budget shared with Council.</p>	<p>Agree Budget setting meeting date for July</p>	<p>05.07.2023</p>	

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<p>date for July budget setting meeting)</p> <p>2.4.2 Balanced scorecard</p> <p>2.4.3 Management accounts</p>	<p>The budget will need to be finalised and agreed in a separate additional Council meeting in July. The meeting date will need to be agreed.</p> <p>Victoria Gardner presents the key highlights from the submitted report:</p> <ul style="list-style-type: none"> - High level RAG rating towards BASW key objectives - Mapping out the work to implement the balanced scorecard, this was shared with executives a couple of weeks ago - Updated business plan that will match the objectives and will match the activities of each team - Flow chart shared to demonstrate focus areas - Comms teamwork package used as an example - Preparing for 2023/2024 – meeting with Johanna Wathen later this week - Most objectives are currently amber or green - Victoria Gardner was congratulated again on this work which extends to 4 nations and builds One BASW <p>Forecast for April and accounts up to February 2023. Forecast is as expected, the budget plan was in deficit and figures are as expected, possibly £30k deficit and planned for £48k</p> <p>Risk register reviewed by the Risk & Governance Subcommittee 12.04.23, no significant changes or risks removed.</p>	<p>(completed after the meeting 05.07.23, teams invite sent to all Council members)</p>		<p>Ann Moir/Ruth Allen</p>

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<p>2.4.6 Risk & Audit Committee update</p> <p>2.4.7 Confidential HR Matter</p>	<p>Implementation plan in place for new Risk & Audit Committee. The working group is meeting regularly and are marking the next steps.</p> <p>Council agrees role descriptors and advert for recruiting Committee membership and Chair.</p> <p>Annie Hoe joined the meeting at 12.30pm</p> <p>CONFIDENTIAL ITEM NOT TO BE INCLUDED IN MEMBER VERSION OF MINUTES:</p> <p>Executives and observers leave the meeting: Recording stopped at 12.30pm</p>	<p>Place advert in PSW and on the website. Send Bulletin to members requesting applicants for Committee membership and Chair</p>	<p>30.06.2023</p>	<p>Johanna Wathen</p>
<p>Meeting breaks for lunch at 12.45pm Meeting resumes at 1.15pm</p>				
<p>2.5 Recognition and Remuneration Committee Update</p>	<p>Committee convened 03.05.2023 -</p> <ul style="list-style-type: none"> - Reviewed terms of reference - Committee membership is required, and Council are asked to see if any members would be interested, not Council member. <p>Recognition:</p> <ul style="list-style-type: none"> - Committee will also look at recognition through an award system and process, current recommendations are to recognise June Thoburn and David Jones, these will be announced at the AGM 	<p>Circulate call out for membership to NSC's. Membership could include EbyE, need to consider this further if non-members.</p> <p>Council agreed to this mandate, a proposal of an awards system</p>	<p>13.09.2023</p> <p>15.11.2023</p>	<p>Johanna Wathen</p> <p>Ruth Allen</p>

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	<ul style="list-style-type: none"> - Proposal to recognise Kings honours awards through Council, previous proposal through 2019 AGM was at Nations Committee level, Council are asked if nominations should be made through Council - Committees share that they are making these nominations and will discuss further with the nation’s committees. <p>Remuneration:</p> <ul style="list-style-type: none"> - Honorary Officers payments have not been uplifted since 2018 - Chair payments agreed in 2020 - System has been working well - Committee recommend making an uplift of payments will mirror the staff uplift. Council do not oppose this. <p>Vava Tampa joins the meeting at 2.30pm</p>	<p>will come back to Council in the Autumn.</p> <p>Council agreed recognise both June Thoburn and David Jones at the 2023 AGM.</p> <p>Council agreed that the recommendations are accepted and that the uplift to member payments will mirror the percentage of any agreed staff uplift</p>	<p>14.06.2023</p> <p>October 2023</p>	<p>Ruth Allen/Johanna Wathen</p> <p>Ruth Allen</p>
2.6. Ratify Motions for AGM	<p>Julia Ross Chairs but declares an interest as the proposer of the motion relating to the motion to state that urgent international intervention is essential in the current situation in Israel and Palestine. Ann Moir will Chair the part of the meeting that considers this motion and Julia Ross will leave the meeting.</p> <ul style="list-style-type: none"> - Martin Sexton, as Chair of the Standing Orders Committee (SoC) clarifies the remit of the Committee, the terms of reference for the Committee had been shared and agreed by Council. 			

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	<ul style="list-style-type: none"> - Martin Sexton reiterates to Council the process that the Committee followed. Steps taken by the Committee were to consider if it had been submitted on in accordance to the guidance provided to members. If the motion was factually correct, with a UK wide remit and if the motion could be remitted to another area of BASW under the delegated responsibilities of another Committee. The same process was applied to all the motions. The Committee updated the proposers at each stage, including what the Committee would be recommending to Council and if any changes could be made to the motions to ensure that they could be debated at the AGM. For example, that what the motion was asking BASW UK to do was something that BASW UK could do. - Following these initial recommendations Council were asked to review the motions and provided feedback before the motions were publicised to the members as part of the members consultation stage. - Council reviewed the initial recommendations and proposed their own recommendations to the membership. The membership consultation allowed members to agree or disagree with Councils initial recommendations. Members comments and suggested amendments, combined with the Committees recommendations, policy officer opinion and any additional information presented by the proposers, was 			

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	<p>used to inform Council and to help Council consider if each motion could be ratified and voted on by the membership within the AGM setting.</p> <p><u>Motion to recognise lifetime contribution of June Thoburn:</u></p> <ul style="list-style-type: none"> - Council considered the recommendation from the Standing Orders Committee. - Council considered the recommendation from the Recognition and Remuneration Committee. - Council considered the member consultation comments, no member amendments were submitted. - There were no objections from Council as to the content of this motion and all agreed to ratify this motion with no amendments being suggested to the proposers. <p><u>Motion to challenge Government’s current policies for support to asylum seeking children in the UK:</u></p> <ul style="list-style-type: none"> - Council considered the recommendation from the Standing Orders Committee. - Council considered the member consultation comments, and the member amendments that were submitted. - Members suggested amendments were reviewed. - Council agreed that the suggested amendment 1 did not substantively change the meaning of the motion and could be incorporated in the motion, with the proposer’s agreement, or proposed as a separate 	<p>Council ratifies the motion to recognise lifetime contribution of June Thoburn. Proposers to be notified of the next steps in the process.</p> <p>Council ratified the motion and agreed to accept one suggested member amendment. Proposers to be notified of the next steps in the process.</p>	<p>15.05.2023</p> <p>15.05.2023</p>	<p>Johanna Wathen</p> <p>Johanna Wathen</p>

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	<p>amendment if the proposers were not agreeable to the amendments.</p> <ul style="list-style-type: none"> - Council agreed that the suggested amendment 2 was already being undertaken by BASW currently and so this would not be put to the proposers to include in the motion. - Council agreed that suggested amendment 3 could be problematic and fell outside of the remit of what BASW could do although it was noted that the essence of the suggested amendment 3 was important. - There were no objections from Council as to the content of this motion and all agreed to ratify this motion with the suggested member amendment being put to the proposers to incorporate into the motion. <p><u>Motion to fully acknowledge Jewish identity as ethnoreligious:</u></p> <ul style="list-style-type: none"> - Council considered the recommendation from the Standing Orders Committee. - Council considered the member consultation comments, no member amendments were submitted. - There were no objections from Council as to the content of this motion and all agreed to ratify this motion with no amendments being suggested to the proposers. <p><u>Motion to call on employers to adopt recruitment and induction standards for overseas social workers:</u></p>	<p>Council ratified the motion with no suggested member amendment. Proposers to be notified of the next steps in the process.</p> <p>Council ratified the motion and agreed to accept one suggested</p>	<p>15.05.2023</p> <p>15.05.2023</p>	<p>Johanna Wathen</p> <p>Johanna Wathen</p>

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	<ul style="list-style-type: none"> - Council agreed that some of the suggested amendments would substantively change the meaning of the motion and so they could not be accepted as amendments. - Council agreed that some of the suggested member amendments did not substantively change the meaning of the motion and could be incorporated in the motion, with the proposer’s agreement, or proposed as separate amendments if the proposers were not agreeable to the suggested member amendments. - Council agreed that the issues raised in this motion should be debated by the wider membership and disagreed with the SoC’s recommendation to remit the motion to the International Committee for review. - Council noted that that it did agree with the SoC in respect that to meaningful debate this in the time allowable in the AGM was problematic but that this should not be a reason to not debate it at the AGM. - Council noted the concerns raised in the members consultation and that is was clear that members overall welcomed this opportunity to debate, although it was also noted the concerns raised by a number of members. All comments and concerns needed to be respected but again noted that even though it is an emotive subject that should not disallow the membership from debating and voting on this motion with and without the suggested member amendments. 	<p>submitted and name the motion Israeli Apartheid (<i>formally entitled Motion to State Solidarity with the Palestinian People</i>).</p>		

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	<ul style="list-style-type: none"> - Council further discussed the subsequent emails received from the proposers objecting to the format that the motion had been presented to the membership in. Council agreed that the original formatting would be reinstated although they also agreed that the reformatting had not substantively change the meaning of the motion. - Council also considered the request from the proposers to entitle the motion as Israeli Apartheid, rather than as the motion to State Solidarity with the Palestinian People. Council agreed that the proposers request be met although Council did not view that the previous title substantively changed the meaning of the motion. <p>Julia Ross leaves the meeting at 2.45pm</p> <p>Motion to state that urgent international intervention is essential in the current situation in Israel and Palestine:</p> <ul style="list-style-type: none"> - Council did not consider recommendations from the Standing Orders Committee as this motion had not been reviewed by the Committee. - Council considered the member consultation comments, and the member amendments that were submitted. - Members suggested amendments were reviewed. - Council agreed that there were some constitutional processes that had not been followed in relation to the submission of this motion and that it had not been clear 	<p>Council set aside this motion. Proposers to be notified of the next steps in the process.</p>	<p>12.05.2023</p>	<p>Johanna Wathen</p>

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<p>2.6.1 AGM Draft Agenda and Plan</p>	<p>if the motion was being submitted as a Directors motion or as a member’s motion.</p> <ul style="list-style-type: none"> - Council agreed that if the motion had been submitted as a member motion, it was not submitted with the agreed number of member support, on these grounds it was agreed by Council that the motion should be set aside. <p>Motion to speak out against authoritarianism and anti-democratic governments:</p> <ul style="list-style-type: none"> - Council agreed that given members comments and support for BASW to speak out against authoritarianism and anti-democratic governments, Council as the board of Directors would submit a motion relating to this specific issue. - Council agreed the content of the proposed motion and all voting members of Council present agreed to ratify the motion once it had been correctly formulated and before the 12.05.2023. <p>Julia Ross re-joins the meeting at 3.00pm</p> <p>AGM agenda and plan has recently been reviewed and a programme is being proposed to provide a platform for members to contribute to how motions have been taken forward and how members can bring motions forward in the future and the role of Council to encourage motion submissions.</p>	<p>Council agreed to ratify this motion once the final formatting was in place.</p>	<p>12.05.2023</p>	<p>Johanna Wathen</p>

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	<p>Other key highlights at the AGM will be:</p> <ul style="list-style-type: none"> - Signing off on cooperation agreement with Social Workers Union - Lived experience update and update on main campaigns from across all nations - Programme will be published to the membership shortly 			
2.7 Nominations Committee & Elections Update	Agenda Item not discussed as time did not allow	To update Council via a Chairs blog	26.05.2023	Julia Ross
<p>2.8. Major Organisational Projects</p> <p>2.8.1 CRM & Website Development</p>	<p>Amanda Govani joined the meeting at 3.00pm</p> <p>Key Highlights -</p> <ul style="list-style-type: none"> - Contract negotiations have been completed for CRM system - New website development partner in place which will bring improved services for membership - Website development running in parallel to CRM implementation, the scope of work has been defined, improved site navigation and reviewed content, new options to engage with web content - Website budget set in 2022, the scope has been extended, an additional budget of just over £26k is being requested as capital funding, this does not include VAT, total costs £30k - Verbal update provided to F&OD Committee in April but at that time the total cost was not known - Demo at the meeting in September 	<p>To link in with those with lived experience to be able to provide feedback on accessibility of the website once the website goes live</p> <p>Council agreed to the additional capital spend of £30k</p> <p>Demo to present to Council</p>	<p>13.09.2023</p> <p>10.05.2023</p> <p>13.09.2023</p>	<p>Amanda Govani</p> <p>Amanda Govani</p> <p>Amanda Govani</p>

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2.8.2 Membership strategy	<ul style="list-style-type: none"> - Figures in line with target, independents are showing as continually growing in membership numbers. - The categories at risk of leaving are at those category change points. - The member get member schemes are being highlighted as important. - Social media review being undertaken with the England Committee team. <p>A Council member suggests that BASW should offer membership access for those with lived experience.</p> <p>Amanda Govani to consider further how this could be achieved and if a low membership fee for EbyE would allow this sort of access.</p> <p>An observer asks what percentage of social workers in the UK are members of BASW?</p> <p>Ruth Allen responds that there approximately 115k social workers in the UK and about 18% of those are members of BASW.</p>	Consider membership access for EbyE	13.09.2023	Amanda Govani
2.9. HR & Organisational Development	Report received by Council	No action required		
2.8. Ratify Branches (North Yorkshire & Southwest Region)	Recommendation to ratify 2 new England branches is accepted by Council and congratulated on their success	North Yorkshire & Southwest Region are	12.05.2023	Johanna Wathen

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		ratified. England lead to be notified (this was completed on the 11.05.23)		
<p>3.1 Equality diversity & inclusion (EDI)</p> <p>3.1.1 Review EDIAG Terms of Reference</p>	<p>Dean Owens-Cooper joined the meeting at 3.15pm</p> <p>Neeta Baicher Chairs items 3.1</p> <p>Key Highlights from the report:</p> <ul style="list-style-type: none"> - Overall EDI strategy with actions for the next six months, the substantive item relates to the outputs for the EDI position statements. - Proposal associated with this, responses have been included and proposal is to keep statements as they are but not to have prolific statements across the same issues. <p>Revised of terms of reference for the Equality, Diversity and Inclusion Advisory Group (EDIAG) had been provided to Council, EDIAG had also asked the wider membership for feedback and were now asking Council if any other elements should be considered.</p> <p>A Council member comments that they would like to see more explicit reference to minority groups and asks if there is further scope for development?</p>	<p>Co-Chair of EDIAG to take points raised by Council back to the EDIAG for further discussion. A further revised Term of Reference will be provided to Council</p>	<p>13.09.2023</p>	<p>Ruth Allen</p>

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	<p>Dean Owens-Cooper responds that the terms of reference needs to cover a broad spectrum. This could be more a policy area rather than within the terms of reference.</p> <p>A council member asks if the terms of reference could be more specific when it indicates aims of widening the voice within the EDIAG and its meaning behind being diverse with diverse representation.</p> <p>Dean Owens-Cooper will feedback these points and will work further with the EDIAG on this. A further revised terms of reference will be submitted into Council papers in September.</p>			
3.2 Sustainability	<p>Report included and next steps with focused reports to come to Council around environmental sustainability.</p> <p>Should policy campaign work be a further focus for BASW?</p> <p>Council to decide in September.</p>	Further report to be considered by Council	13.09.2023	Ruth Allen
3.3 Overarching campaign priorities & motions	<p>2022 Motion Update:</p> <p>This agenda item was discussed by Council due to time.</p> <p>Key Highlights from submitted report:</p> <p>Motion 1 on Neurodiversity:</p> <ul style="list-style-type: none"> - Supporting special interest group (SIG) - More join up for training and BASW supported delivery - On agenda for Professional Development Committee. 	Meet with motion proposers ahead of the AGM in June.	14.06.2023	Ruth Allen

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>Motion 2 on Classism:</p> <ul style="list-style-type: none"> - Implicit in all aspects of BASW’s campaign work but not specific projects as the capacity is not available <p>Motion 4 Chief Social worker Roles:</p> <ul style="list-style-type: none"> - Four nations were written to about these roles. <p>Motion 5 on professional development/specialisation:</p> <ul style="list-style-type: none"> - PCF work in England - Mindful of implication for other nations <p>Motion 6 on member led organisation:</p> <ul style="list-style-type: none"> - Need referred to underscoring that BASW is member led - SIG’s have same entitlement as branches to raise motions - SIG’s reviewing terms of reference in cooperation with Policy, Ethics & Human Rights Committee - Motions guidance in place to enable motions to brought forward that can be acted on by BASW. <p>Motion 8 was set aside at 2022 AGM:</p> <ul style="list-style-type: none"> - The Policy, Ethics & Human Rights Committee have completed a review of how EDI statements are supported by BASW 			
3.4 Annual Survey	<p>Victoria Gardner and Jane Shears joined the meeting at 3.45pm</p> <p>Victoria Gardner presented key highlights from annual survey results:</p> <ul style="list-style-type: none"> - Annual survey of members was formally launched in March - 1602 responded this year 			

